



NORTH CAROLINA

WINSTON-SALEM

Winston-Salem/Forsyth County Schools
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Program Overview

Winston-Salem/Forsyth County Schools offers teachers the opportunity to earn incentives by building their knowledge and skills through the Teacher Compensation Plan. A Teacher Compensation Team consisting of teachers and district staff designed the compensation plan in 1999 and continues to oversee its implementation. The plan consists of the following components:

- **Skill Blocks.** The skills block incentive requires that teachers learn a new skill and use that skill when teaching their students. The district allows teachers to design their own skill blocks, but teachers must receive approval for their proposals from a Compensation Committee. Teachers can choose to learn a new skill as part of their skill blocks by attending workshops, community college courses, or teacher observations. To earn the incentive, teachers must submit evidence to demonstrate completion of the skill block and receive a rating of proficient on their evaluation. To demonstrate skill block completion teachers submit a reflective essay, lesson plans, photographs, or student work. For the 2007-2008 school year, the incentive amount for a skill block was \$260.
- **Group Incentive Project.** Teachers can opt to participate in group incentive projects that focus on a schoolwide activity that benefits students. The projects are designed to promote collaboration among teachers within a school as well as a relationship between the school and community. Examples of group projects include improving the reading and writing skills of students at all grade levels, mentoring at-risk students, hosting a school science fair, and implementing new technology. In 2008, each participating teacher received a bonus of \$185 after submitting evidence of the project's completion, outlining their role in the project and providing a one-page self-reflection on the outcome of the project.
- **Local Board Certification.** The Winston-Salem/Forsyth County Schools developed a local board certification to support teachers in improving their practices. The certification also serves as an introduction to the National Board for Professional Teaching Standards certification process. Teachers with at least one year of experience can submit evidence to demonstrate their achievement of two of the four standards outlined by the district, including content or instructional strategies, collaboration, assessment, and outreach to



parents or the community. Last year, the bonus for completing local board certification was \$585.

Program Information

- [2008–09 Teacher Compensation Plan](#)
- [Teacher Compensation Plan Bonus Payment Options](#)

Select Articles and Reports

- *Winston-Salem Journal*. (May 28, 2008). [Public Backs Bonus Raises.](#)
- Cohen, C. E., & Rice, J. K. (August 2005). [National Board Certification As Professional Development](#): Design and Cost